

# NUTS & BOLTS

Safety Excellence in the Land of Enchantment Since 1982



**SUMMER 2023  
NEWSLETTER**

**Enjoy Summer  
Fun! Be Safe  
and Stay Cool!!!**



## BOOK REPORT

— RAY SMITH

As a kid I was a pretty darn good student and received pretty darn good grades. However, there were two words uttered at school that struck fear into my heart: “Book Report”. In grade school and junior high books were fine and reports were easy for me, but the two combined were **awful, just awful!**

This meant you wouldn’t be able to play baseball, football, basketball, hockey, or ride your bike as much as you wanted whenever you wanted. It meant you had to read the book so you could write a report on the book. Lots of time inside away from what I really loved. Some would say that the only thing worse than reading a book and then writing a report on the book is reading the actual book report. **Awful, just awful!**

So it is with much surprise that I am choosing to write a book

report for this issue of the “Nuts & Bolts”. Recently, on a flight back from vacation I read a book that I want to share with all of you. It is called “**The Wisdom of the Bullfrog: Leadership Made Simple, But Not Easy**”. It was written by Admiral William H. McRaven who was the longest serving Navy Seal on active duty.

There were many lessons in his book that inspired me and some that made me understand my own shortcomings to a higher degree. I am going to share some of the excerpts from the book that were most profound to me.

(cont.)



**Chapter One- Death Before Dishonor:**

Be fair & honorable in your business dealings. It is the only way you and your employees can leave a legacy to be proud of.

**Chapter Two- You Can't Surge Trust:**

Only promise what you can deliver. The quickest way to lose trust is to over promise and under deliver.

**Chapter Three- When in Command, Command:**

That pretty much says it.

**Chapter Five- The Only easy Day was Yesterday:**

Attack each day as though it were critical to the organization's success.

**Chapter Six- Run to the Sound of Guns:**

Be aggressive. When you see a problem do something about it.

**Chapter Eight- Who Dares Wins:**

Take risks because as a leader you shouldn't be timid. Mitigate the risks through extensive planning and preparation. Learn from your mistakes, don't let a single mistake define you.

**Chapter Nine- Hope is not a Strategy:**

Have a plan that shows who is responsible and the details of implementation.

**Chapter Ten- No plan Survives First Contact with the Enemy.**

Always consider the worst-case scenario and be prepared because Murphy was an optimist.

**Chapter Eleven- It Pays to be a Winner:**

Establish a winning culture by setting high standards. People want to be challenged.

**Chapter Fifteen- Communicate, Communicate, Communicate:**

Establish a means for communication to flow in all directions. Confirm that the values and goals of the organization are understood by everyone.

**Chapter Seventeen- Can You Stand Before the Long Green Table?**

Ask yourself if reasonable people would accept what you are doing as good and decent. Always strive to do the right thing.

**Chapter Eighteen- Always have a Swim Buddy:**

Find someone you trust implicitly and accept both their support and criticism with equal grace.

I would like to report that of course there is much more to this book and that is why I highly recommend **"The Wisdom of the Bullfrog"**. Navy Seals must be great leaders in the most difficult of circumstances as do Admirals. At times every one of us is a leader and sometimes it can be difficult. This book helps give examples of how we all struggle to be good leaders at times and what should be on our minds and how we can improve.

**Paraphrasing the Admiral, Leadership can be simple, but it certainly isn't always easy.**

**The more that you read, the more things you will know. The more that you learn, the more places you'll go.**

*Dr Seuss*





# CONGRATULATIONS



Please join us in congratulating Adam, Joel, and Jeff in their promotions to the following positions:

**THANK YOU  
FOR YOUR  
HARD WORK  
— AND —  
DEDICATION**

*You Make a Difference*

**Adam Leyba, Executive Vice President**

**Joel Loes, Senior Vice President**

**Jeff Slopek, Senior Project Manager**

**Congratulations, Gentlemen!  
Your promotions are well deserved!**



Akins Manufacturing

## Akins Manufacturing

– Joel Loes

In March, Akins Manufacturing moved into their new 18,000 SF facility at I-25 in Algodones. The shop greatly expanded the steel fabricator’s capacity and improved workflow to increase the speed at which Shawn Akins and his team can produce steel for our erectors. It was an honor to be selected to build Akins’ shop, thank you Shawn and Veronica. Thank you, Superintendents **Eli Gonzales** and **Omar Anguiano** and key team members **Adan Castillo**, **Jonathan Root**, and our summer Intern, **Logan Whitaker** among others.

## Intel ASU Sitework

– Joel Loes

Our crews did a phenomenal job completing the Air Products ASU 4/5 civil and structural package at Intel. The project finished on time with Concrete Foreman, **Salomon Cordero** leading the crew through multiple pours every week to keep pace. Superintendents **Rob Ridenour** and **Pete Jacobson** did well to manage Intel externally and Air Products

internally to the project. Air Products’ owner’s representative, Mark Shreve, stated that he’s never seen such a well-managed civil and structural package as our team put together.

## Dermatology and Skin Cancer Center of New Mexico

– Joe Reed

**Joe Aguirre** has completed the new home for Dermatology and Skin Cancer Center of New Mexico. The remodeled building will house both

medical practices under one roof with total of 27 exam/treatment rooms, a shared lab for quick diagnose of problems, two waiting area/nurse stations, many offices for providers, back of house business offices and large meeting/breakroom. Klinger employees currently helping **Joe** are **Jesus Villa**, **David Horvath**, **Raymond Martinez**, and **Hector Vega Gonzalez**.

Dermatology and Skin Cancer Lobby



## Materion Canopies

– Joe Reed

Under the leadership of **Angel Ramirez**, Klinger completed several standalone canopies at one of Materion locations. The canopies will be used to store chemical totes out of the weather and out of site from the public.

## Rocket Labs Remodel

– Joe Reed

**Jose Hernandez** completed the renovation of several restrooms and the main lobby for Rocket Lab.

## Intel

– Jim Werkmeister

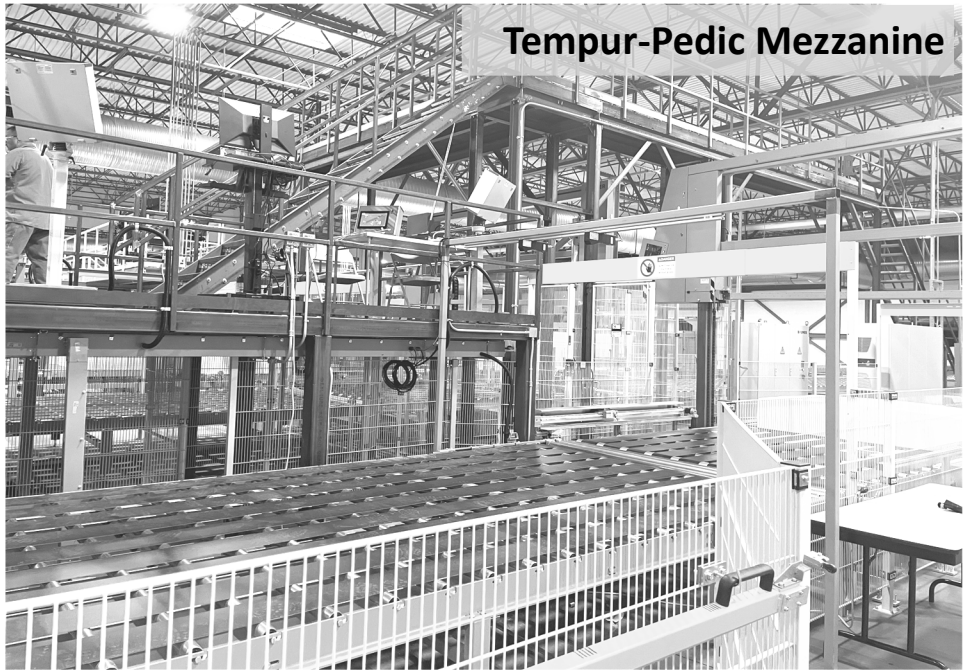
### Tips Shell

**Rob Ridenour's** and **James Rosas'** crews have finished all of the work available to them on the long-running TIPS project during Q1 2023. It was a hard push, particularly over the holiday season and into January. The project had been badly delayed by design and funding issues, so all the trades were trying to knock out their scope of work at the same time.

Now all that remains are some pending changes related to the civil work outside of the building. We hope to be funded soon, and thus finish the civil scope during Q3 2023. Fingers crossed!

### LOD Roof Steel

Klinger finished the big trestle on the roof of Fab 11X during Q1 2023. **Abel Marquez** and his crew, with help from **Rob Ridenour**, carefully planned the lift sequence and assembled



Tempur-Pedic Mezzanine

everything they could on the ground. When the time came to actually fly the sections of trestle into place, the work was completed smoothly and quickly. This reduced crane time, minimized risk exposure, and saved the project money. The Klinger crew planned the work and worked the plan. Great job, guys!

## Tempur-Pedic

– Daniel Rodriguez

Klinger extended the existing mezzanine for the two new equipment lines Tempur-Pedic was installing to expand their production loads. Both **Edgar Garcia** and **Felix Ruiz** took the lead of this project and executed it perfectly. We were trusted with the task of extending the mezzanine since Klinger had installed their existing mezzanine several years ago. Tempur-Pedic's management is very happy with their new mezzanine which allows them to get to their controls for the equipment. Overall, this was a very unique project that was executed by our great Klinger team!

## Norton Wellness

– Daniel Rodriguez

**Art Candelaria** and his crew completed the tenant improvement for Norton Wellness. The 8,025 SF building is used as a rheumatology care facility; the only one in Santa Fe. This was a tight four-month project that included demolition of existing space, building MEP upgrades, upgrading the electrical main service for the building, and building out the new desired layout. **Omar Anguiano** did a great job handling the electrical portion of the project.

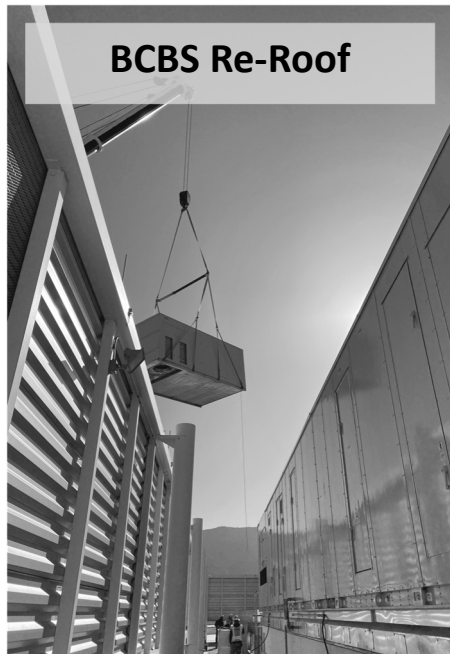
## Blue Cross Blue Shield

– Jeremy Zak

We are near completion of our Blue Cross Blue Shield Project (Re-Roof/ New RTU's). It's been a team effort to get us this far to say the least. **Art Candelaria** and **Vicente Ramirez** have been working hard to get the new RTU's installed and up and running. The old RTU's have been removed from the roof and the new RTU's have



**Blue Halo L-R: Omar Anguiano, Mike Smith, Eric Salazar, Andrew Mirabal, David O'Bryon, Josh Frances, Victor Urquidi, Rogelio Perez, Richard Shannon.**



**BCBS Re-Roof**

been installed and are up and running. They have all the new TPO installed. We are down to installing new roof pavers which will be completed over the next few weekends.

**Blue Halo High Bay**

– Jeff Slopek

**Matt Martinez, Omar Anguiano** and crew are wrapping up our 3<sup>rd</sup> Blue Halo Project. This 38,000 SF high bay remodel consisted of removing 60% of the existing slab, two new production lines, new crane, electrical upgrades,

new gym, and bathrooms. Klinger self-performed steel erection and electrical on this project. Big Kudos to **Matt Martinez, Omar Anguiano,** and **Richard Shannon** along with the rest of our team for keeping this client happy and getting us repeat business. We just negotiated our 4<sup>th</sup> project with Blue Halo which will start later mid-June.

**Tamaya Lounge**

– Adam Leyba

The Rio Grande Lounge at the Tamaya is open for business! Under the leadership of **Greg Guillen** we were

able to remodel the entire kitchen, bar and lounge area. The much needed upgraded kitchen included new flooring, ceilings, wall tile, FRP and all new equipment giving them the ability to really open up the menu to a full service kitchen. The bar and lounge area also got a facelift with new casework, lighting, wall tile, flooring, bar equipment and all new furniture. Great Job to **Greg Guillen, Cameron Green** and **Logan Whitaker.**

**Santa Ana Casino**

– Jeremy Zak

Klinger is 100% completed on our original design-build for multiple



phases (expanded breakroom, sport book, Mesa Grill 2.0 and smoking areas). We started construction back in the middle of January 2023. This remodel is a fast-moving project with constant changes. **Antonio Trujillo, Shawn Stewart** and the team have done an excellent job at adjusting and getting the tasks completed. The owner is very pleased with our site crew.

They have completed and handed over to the owner both Sports Book and the expanded breakroom. **Antonio** and the team have already started demo on the Mesa Grill 2.0 phase. Smoking sections will also start shortly. Klinger has been awarded to start an additional design build phase (Comedy Club). We are about 20% into the design-build and will begin demo for this phase shortly. This will be a challenging phase due to it being built directly below the bowling alley, and this phase will need to be isolated from any outside noises.

## Intel

– *Jeremy Zak*

Klinger was awarded a project to assist Western States Fire Protection at Intel to install a new fireline feeding the new TIPS Room. We were tasked with digging the new trench and assisting WSFP by lowering their pipe into the trench. We then backfilled and installed new asphalt. **Rob Ridenour** and the team did a great job getting this task completed.



L-R: Zach Haynes, Donovan Schissel, Chis Griego, Ewardo Zamarripa, Hugo Garibay, Juan Payan In front of one of the transformers at Meta.

## Intel Hedgehog for Sundt

– *Joel Loes*

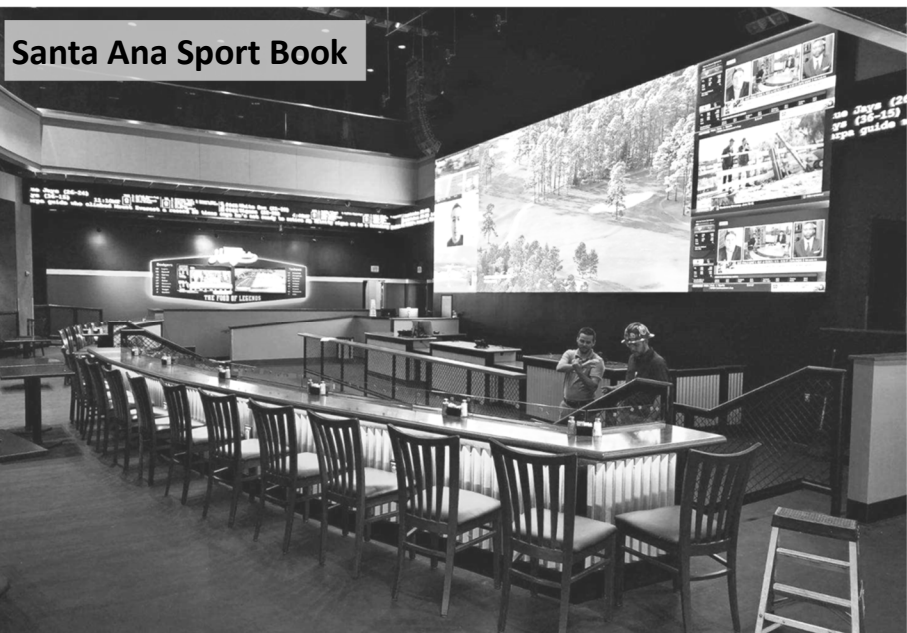
As Fab 9 races towards Ops Ready at the end of May, much of our work in the demolition and structural concrete trades has slowed from the pace it kept last year. Wherever possible, Superintendent **Rob Ridenour**, Safety Manager **Nelson Roop**, Ironworker Foreman **Abel Marquez**, and Concrete Foreman **Salomon Cordero** continue to keep Sundt crews happy with the quality of our work. Bolstered by another

26 leads and crew members, Intel work continues as the project transitions to the next phase of work.

## META (Facebook) Facility Ops

– *Zach Haynes*

Superintendent **Juan Payan** continues to lead the charge at Meta Data Center. Juan and this season’s core team of **Hugo Garibay, Chris Griego, Ewardo Zamarripa, and Donovan Schissel** have been an integral force exacting the projects



Santa Ana Sport Book

on site. There is a multiplicity of smaller projects throughout the approximately 2.5 million square foot facility that the team must coordinate on a weekly basis. Each project has a specific customer dependent upon whether the work falls under corrective, maintenance, or retrofit work, thus rendering these projects an organizational challenge which the team takes in stride. As the crew persists through 2023, a consistent queue of new, small projects are added to our 'to do list' as others are finished. The latest project completions include an effort to adjust breaker settings on the utility power path in two of the buildings (nearly eight hundred breakers!), assisting with the maintenance work on the electrical gear in the switchyard, and an urgent effort to return one of the main switch gears back to operation after a ground arc damaged a bus bar. Fantastic work, team and partners! Keep pursuing excellence as our relationships at the data center change and grow.



Facebook IBOS

## Facebook IBOS

– Jeff Slopek

**Carlos Gomez** and crew have just about wrapped up the 50,000 SF pre-insulated metal building at Facebook. Klinger was contracted for steel erection, site handrail and installing the pre-insulated wall and roof panels. This was Klinger's first time erecting insulated wall and roof panels. The team did a great job learning how to do it and then executing it efficiently and safely.

## NMSA Phase 2 Dormitory

– Adam Leyba

The NMSA dormitory project is gaining steam. Under the leadership of **Larry Gastian** and **Daryl Morrill** the 20,000 SF two story building is taking shape. The slab is poured and wood framing and structural steel are in progress. The extremely tight site has been a challenge for us and our subs. All materials have to be timed so that they are installed as they show up. The project is on the existing campus of the school and is the 4th phase of construction. Thank you to our crews who have self performed All the demo, concrete and steel install. The project is slated to be turned over for the spring semester in January.

## Route 66 Casino, Multiple Projects

– Joel Loes

### Legends Theater

Superintendent **Jason Tabbert** and General Foreman **Vicente Ramirez** are on site at the Route 66 Casino. The major project at hand is the 40,000 SF Legends Theater structural stabilization and build back. The project is well under way with deep foundations as concrete crews ready to mobilize on site to begin the process of placing 2,300 cy of concrete by Q1 2024.

### Travel Center Diesel Canopy

Crews mobilized in late May for the build back of the diesel fuel canopy at



NMSA L-R: Daryl Morrill, Larry Gastian, Frankie Velasquez, Sergio Reynosa, Martin Estrada and Miguel Porras





Route 66 L-R: Raymond Martinez, Jose Varela, Juan Angel-Vasquez, Jesus Villa, Vicente Ramirez, Jessie McGuinness, Frederick Calderon, Rodi Pena, Enrique Baylon-Hernandez, Gonzalo Villegas and Jason Tabbert

the Travel Center on property. The old equipment has been demolished, remediated, and the soil put back; ready for deep foundations to be drilled in June. Our crews are tying rebar cages and finalizing layout while Kachina Petroleum finalizes fabrication of the canopy steel.

### Back-of-House

The next stabilization project on deck is the back-of-house near the buffet project Klinger completed in 2018. In anticipation of relocating employees out of the construction area, Vicente moved crews into the former Kids Quest space to shell the area out for marketing and HR temporary offices. The heavy demolition and deep foundations project is scheduled to start in August.



### TGRA

Beyond structural stabilization efforts, Klinger has also been awarded the small renovation of the TGRA office building on property. The project management will be led by new hire, project engineer **Jessica Caravello**. The project will increase privacy and control of sensitive documentation for the Tribal Gaming & Regulation Authority by building new secure offices in addition to refreshing all the finishes and upgrading the MEP systems.

### Arcosa Wind Towers in Belen

– Jeff Slopek

We're excited to announce that Klinger was selected by Arcosa Wind towers to be their design-build contractor. This project is in Belen at the Solo Cup plant Klinger built in 1990. We are wrapping up design and will be mobilizing a crew in June to start demolition.



Arcosa Wind Towers



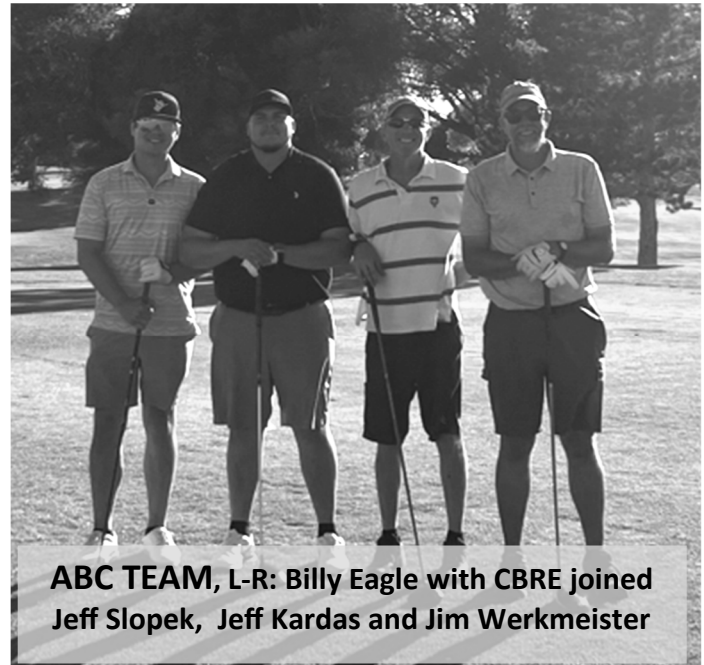
### Rotary Del Sol Visits Klinger

Each year various rotary members volunteer to host a meeting at their company office. Rotary member, **Shirley Anderson** has hosted numerous times over the past 20 years and had the opportunity to inform the group on all of Klinger's exciting projects.

Rotary Del Sol has put on the Governors' Charity Ball since 2003 and raised over \$1 million for children's organizations throughout New Mexico.



**THE "J" TEAM, L-R: Joel Loes, Jeff Slopek, Jeremy Zak, Jim Werkmeister**



**ABC TEAM, L-R: Billy Eagle with CBRE joined Jeff Slopek, Jeff Kardas and Jim Werkmeister**



### GOLF TOURNAMENTS

Each year our community offers many golf tournaments to raise funds for a wide variety of causes. These include ABC, NAIOP and CARNM just to name a few.

Klinger continues to support these events while networking and enjoying some golf!



**Whether you prefer still or sparkling, water is key to a healthy body, especially when it's hot outside. Stay hydrated and stay cool!**



**Congratulations to David O’Byron**  
 who graduated from the electrical program.  
 Thank you David for your years  
 of commitment.

Klinger has been involved with the ABC  
 Apprenticeship program since it began in  
 1987 and had over 60 graduates in various trades over the years.

ABCNM offers six different apprenticeship programs to aspiring  
 contractors with the following concentrations: carpentry ,  
 electrical, HVAC apprenticeships, sheet metal, plumbing, and  
 telecommunications technician apprenticeships.

**Special thanks to our current apprentices and all who have  
 completed the program over the years!**

Deadline to apply for fall classes is August 11th. Notify your  
 superintendent if you have any questions regarding this program.



How about celebrating Cinco de Mayo with  
 some office Putt Putt? Thanks to **Joe Reed’s**  
 creative efforts, the offices and hallways were  
 decorated with individual themes for each  
 hole as we putted and laughed our way  
 through the labyrinth of fun!



**WELCOME JESSICA!**

**Jessica Caravello** joined Klinger in March after moving  
 her with her fiancé from Kansas City. Originally from  
 Chicago, the Land of Enchantment is the most unique  
 place she has ever lived and she is loving it so far.

She’s been working with Joel on the many active  
 projects at Route 66 and has broadened her horizons  
 to new work at the Santa Fe Indian School, as well  
 assisting Jeff on a handful of his current pursuits.

Hopefully you’ve all had a chance to meet her  
 and welcome her to the Klinger family!

H A P P Y B I R T H D A Y T O Y O U !



Jason Tabbert	7/2	Joe Reed	8/30	Chris Griego	11/20
Jonathan Root	7/3	Eli Gonzalez, Sr.	9/4	Pete Jacobson	11/25
Juan Payan	7/4	David Horvath	9/6	Flavio Fuentes	11/27
Juan Armas-Torres	7/6	Gonzalo Villegas	9/6	Jessie McGuinness	11/27
Edgar Garcia	7/16	Martin Estrada	9/25	Diego Martinez	11/29
Victor Urquidi-Morales	7/16	Nicholas Hidalgo	10/1	Juan Rivera	12/6
Sergio Reynosa	7/23	Donovan Schissel	10/2	Karl Baker	12/8
Hector Vega Gonzalez	7/23	Elijah Yazzie	10/4	Loren Singer	12/11
Manuel Rojo-Estrada	7/25	Rogelio Perez	10/8	Hugo Garibay	12/12
Johel Duran-Morales	7/29	David O'Bryon	10/9	Daryl Morrill	12/12
Vicente Ramirez	8/9	Felix Ruiz	10/10	Joe Blevins	12/14
Carlos Gomez	8/27	Art Candelaria	10/11	Erasmus Medina	12/20
		Jim Werkmeister	10/13	Oscar Ponce	12/21
		Eli Gonzales, Jr.	10/25	Lisa Anglada	12/26
		Adan Castillo	11/13	Zachary Haynes	12/27
		Frederick Calderon	11/17	Juan Angel-Vazquez	12/31
		José Hernandez	11/17		
		Devin Cordova	11/18		
		Rufino Urquidi	11/18		

Y E A R S O F S E R V I C E



***Congrats to all employees who celebrated their years of service anniversary from January through July 2023***  
**Thanks to you all for your commitment to Klinger Constructors!**

Ray Smith	39	Jessie McGuinness	15	Johel Duran-Morales	6
Eli Gonzalez, Sr.	35	Joel Loes	13	Salomon Cordero, Jr.	6
Daryl Morrill	35	Lisa Anglada	11	Shawn Stewart	5
Pete Jacobson	33	Nelson Roop	11	Edwardo Zamarripa	4
Art Candelaria	32	Jeff Cate	9	Daniel Rodriguez	4
Eli Gonzales, Jr.	27	Gregorio Franco	7	Cordell Willie	4
Richard Shannon	26	Ernest Sedillo	7	David O'Bryon	4
Rob Ridenour	26	Victor Urquidi-Morales	7	Juan Armas-Torres	4
Joe Aguirre	26	Manuel Rojo-Estrada	7	Frederick Calderon	3
Adam Leyba	24	Erasmus Medina	7	Carlos Macias	3
Shirley Anderson	23	Antonio Loya	7	Adrian Marquez, II	3
Steve Vogel	23	Chris Griego	7	Martin Estrada	2
Rufino Urquidi	22	Jeff Slopek	7	Andrew Mirabal	2
Larry Gastian	22	Frankie Velasquez	6	Raul Saenz	2
Juan Payan	22	Juan Angel-Vazquez	6		
Greg Guillen	19	Nicholas Hidalgo	6		
Matt Martinez	16	Flavio Fuentes	6		